

# Review of Intensive Outpatient Service Rates

## Final Rate Models

- prepared for -

Maine Department of Health and Human Services

- prepared by -

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**Final Rate Models for  
Intensive Outpatient Therapy Services  
prepared for Maine Department of Health and Human Services**

**Substance Use Disorder IOP**

	Unit of Service	Day
Case load	Program Caseload	10.0
Lead Therapist	- Hourly Wage	\$28.12
	- Benefit Rate (as a percent of wages)	35.5%
	Weekly Cost of Wages and Benefits	\$1,524.10
	FTEs Assigned to Program (assumes full-time 3 days per week)	0.60
	<b>Weekly Lead Therapist Cost per Case</b>	<b>\$91.45</b>
Licensed Alcohol and Drug Counselor	- Hourly Wage	\$26.87
	- Benefit Rate (as a percent of wages)	36.2%
	Weekly Cost of Wages and Benefits	\$1,463.88
	FTEs Assigned to Program (assumes full-time 3 days per week)	0.60
	<b>Weekly Licensed Alcohol and Drug Counselor Cost per Case</b>	<b>\$87.83</b>
Psychologist	- Hourly Wage	\$37.57
	- Benefit Rate (as a percent of wages)	32.1%
	Weekly Cost of Wages and Benefits	\$1,985.20
	FTEs Assigned to Program	0.25
	<b>Weekly Psychologist Cost per Case</b>	<b>\$49.63</b>
Psychiatrist	- Hourly Wage	\$135.11
	- Benefit Rate (as a percent of wages)	21.5%
	Weekly Cost of Wages and Benefits	\$6,566.35
	FTEs Assigned to Program	0.10
	<b>Weekly Psychiatrist Cost per Case</b>	<b>\$65.66</b>
Mental Health Rehab. Tech./Com.	- Hourly Wage	\$18.10
	- Benefit Rate (as a percent of wages)	43.2%
	Weekly Cost of Wages and Benefits	\$1,036.77
	FTEs Assigned to Program	0.50
	<b>Weekly Mental Health Rehab. Technician Cost per Case</b>	<b>\$51.84</b>
Peer Support Specialist	- Hourly Wage	\$17.87
	- Benefit Rate (as a percent of wages)	43.5%
	Weekly Cost of Wages and Benefits	\$1,025.74
	FTEs Assigned to Program	0.25
	<b>Weekly Peer Support Specialist Cost per Case</b>	<b>\$25.64</b>
Clinic Space	- Square Feet of Clinic (Service) Space per Member	100
	- Annual Cost per Square Foot	\$15.00
	Annual Facility Cost per Member	\$1,500.00
	<b>Weekly Facility Cost per Case</b>	<b>\$28.85</b>

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**Substance Use Disorder IOP**

	Unit of Service	Day
Admin. and Program Support	Cost per Week Before Admin. and Program Support	\$400.90
	- Program Support Rate	11%
	<b>Weekly Program Support Cost per Case</b>	<b>\$57.27</b>
	- Administrative Percent	12%
	<b>Weekly Administrative Cost per Case</b>	<b>\$62.48</b>
	<b>Weekly Total Cost per Case</b>	<b>\$520.65</b>
	<b>Daily Cost per Case</b>	<b>\$173.55</b>
	- Attendance Rate	90.0%
	<b>Daily Rate</b>	<b>\$192.83</b>

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**Mental Health and Co-Occurring IOP**

	Unit of Service	Day
Case load	Program Caseload	10.0
Lead Therapist	- Hourly Wage	\$28.12
	- Benefit Rate (as a percent of wages)	35.5%
	Weekly Cost of Wages and Benefits	\$1,524.10
	FTEs Assigned to Program (assumes full-time 3 days per week)	0.60
	<b>Weekly Lead Therapist Cost per Case</b>	<b>\$91.45</b>
Additional Therapist	- Hourly Wage	\$28.12
	- Benefit Rate (as a percent of wages)	35.5%
	Weekly Cost of Wages and Benefits	\$1,524.10
	FTEs Assigned to Program (assumes full-time 3 days per week)	0.60
	<b>Weekly Additional Therapist Cost per Case</b>	<b>\$91.45</b>
Licensed Alcohol and Drug Counselor	- Hourly Wage	\$26.87
	- Benefit Rate (as a percent of wages)	36.2%
	Weekly Cost of Wages and Benefits	\$1,463.88
	FTEs Assigned to Program	0.25
	<b>Weekly Licensed Alcohol and Drug Counselor Cost per Case</b>	<b>\$36.60</b>
Registered Nurse	- Hourly Wage	\$35.05
	- Benefit Rate (as a percent of wages)	32.8%
	Weekly Cost of Wages and Benefits	\$1,861.86
	FTEs Assigned to Program	0.25
	<b>Weekly Registered Nurse Cost per Case</b>	<b>\$46.55</b>
Psychologist	- Hourly Wage	\$37.57
	- Benefit Rate (as a percent of wages)	32.1%
	Weekly Cost of Wages and Benefits	\$1,985.20
	FTEs Assigned to Program	0.25
	<b>Weekly Psychologist Cost per Case</b>	<b>\$49.63</b>
Psychiatrist	- Hourly Wage	\$135.11
	- Benefit Rate (as a percent of wages)	21.5%
	Weekly Cost of Wages and Benefits	\$6,566.35
	FTEs Assigned to Program	0.05
	<b>Weekly Psychiatrist Cost per Case</b>	<b>\$32.83</b>
Mental Health Rehab. Tech./Com.	- Hourly Wage	\$18.10
	- Benefit Rate (as a percent of wages)	43.2%
	Weekly Cost of Wages and Benefits	\$1,036.77
	FTEs Assigned to Program	0.50
	<b>Weekly Mental Health Rehab. Technician Comm. Cost per Case</b>	<b>\$51.84</b>

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**Mental Health and Co-Occurring IOP**

	Unit of Service	Day
Peer Support Specialist	- Hourly Wage	\$17.87
	- Benefit Rate (as a percent of wages)	43.5%
	Weekly Cost of Wages and Benefits	\$1,025.74
	FTEs Assigned to Program	0.50
	<b>Weekly Peer Support Specialist Cost per Case</b>	<b>\$51.29</b>
Clinic Space	- Square Feet of Clinic (Service) Space per Member	100
	- Annual Cost per Square Foot	\$15.00
	Annual Facility Cost per Member	\$1,500.00
	<b>Weekly Facility Cost per Case</b>	<b>\$28.85</b>
Admin. and Program Support	Cost per Week Before Admin. and Program Support	\$480.49
	- Program Support Rate	11%
	<b>Weekly Program Support Cost per Case</b>	<b>\$68.64</b>
	- Administrative Percent	12%
	<b>Weekly Administrative Cost per Case</b>	<b>\$74.88</b>
	<b>Weekly Total Cost per Case</b>	<b>\$624.01</b>
	<b>Daily Cost per Case</b>	<b>\$208.00</b>
	- Attendance Rate	90.0%
	<b>Daily Rate</b>	<b>\$231.11</b>

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**Developmental Disability and Behavioral Health IOP**

	Unit of Service	Day
Case load	Program Caseload	10.0
Lead Therapist	- Hourly Wage	\$28.12
	- Benefit Rate (as a percent of wages)	35.5%
	Weekly Cost of Wages and Benefits	\$1,524.10
	FTEs Assigned to Program (assumes full-time 3 days per week)	0.60
	<b>Weekly Lead Therapist Cost per Case</b>	<b>\$91.45</b>
Behavioral Health Professional	- Hourly Wage	\$20.94
	- Benefit Rate (as a percent of wages)	40.3%
	Weekly Cost of Wages and Benefits	\$1,175.15
	FTEs Assigned to Program (assumes two full-time staff 3 days per week)	1.20
	<b>Weekly Behavioral Health Professional Cost per Case</b>	<b>\$141.02</b>
Board Certified Behavior Analyst	- Hourly Wage	\$37.57
	- Benefit Rate (as a percent of wages)	32.1%
	Weekly Cost of Wages and Benefits	\$1,985.20
	FTEs Assigned to Program (assumes full-time 3 days per week)	0.60
	<b>Weekly BCBA Cost per Case</b>	<b>\$119.11</b>
Therapeutic Support	- Hourly Wage	\$36.58
	- Benefit Rate (as a percent of wages)	32.3%
	Weekly Cost of Wages and Benefits	\$1,935.81
	FTEs Assigned to Program	0.50
	<b>Weekly Therapeutic Support Cost per Case</b>	<b>\$96.79</b>
Psychologist	- Hourly Wage	\$37.57
	- Benefit Rate (as a percent of wages)	32.1%
	Weekly Cost of Wages and Benefits	\$1,985.20
	FTEs Assigned to Program	0.25
	<b>Weekly Psychologist Cost per Case</b>	<b>\$49.63</b>
Registered Nurse	- Hourly Wage	\$35.05
	- Benefit Rate (as a percent of wages)	32.8%
	Weekly Cost of Wages and Benefits	\$1,861.86
	FTEs Assigned to Program	0.25
	<b>Weekly Registered Nurse Cost per Case</b>	<b>\$46.55</b>
Psychiatrist	- Hourly Wage	\$135.11
	- Benefit Rate (as a percent of wages)	21.5%
	Weekly Cost of Wages and Benefits	\$6,566.35
	FTEs Assigned to Program	0.05
	<b>Weekly Psychiatrist Cost per Case</b>	<b>\$32.83</b>

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**Developmental Disability and Behavioral Health IOP**

	Unit of Service	Day
Mental Health Rehab. Tech./Com.	- Hourly Wage	\$18.10
	- Benefit Rate (as a percent of wages)	43.2%
	Weekly Cost of Wages and Benefits	\$1,036.77
	FTEs Assigned to Program	0.50
	<b>Weekly Mental Health Rehab. Technician Comm. Cost per Case</b>	<b>\$51.84</b>
Clinic Space	- Square Feet of Clinic (Service) Space per Member	100
	- Annual Cost per Square Foot	\$15.00
	Annual Facility Cost per Member	\$1,500.00
	<b>Weekly Facility Cost per Case</b>	<b>\$28.85</b>
Admin. and Program Support	Cost per Week Before Admin. and Program Support	\$658.07
	- Program Support Rate	11%
	<b>Weekly Program Support Cost per Case</b>	<b>\$94.01</b>
	- Administrative Percent	12%
	<b>Weekly Administrative Cost per Case</b>	<b>\$102.56</b>
	<b>Weekly Total Cost per Case</b>	<b>\$854.64</b>
	<b>Daily Cost per Case</b>	<b>\$284.88</b>
	- Attendance Rate	90.0%
	<b>Daily Rate</b>	<b>\$316.53</b>



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**Dialectical Behavior Therapy IOP**

	Unit of Service	Day
Case load	Program Caseload	10.0
Lead Therapist	- Hourly Wage	\$28.12
	- Benefit Rate (as a percent of wages)	35.5%
	Weekly Cost of Wages and Benefits	\$1,524.10
	FTEs Assigned to Program (assumes full-time 3 days per week)	0.60
	<b>Weekly Lead Therapist Cost per Case</b>	<b>\$91.45</b>
Additional Therapist	- Hourly Wage	\$28.12
	- Benefit Rate (as a percent of wages)	35.5%
	Weekly Cost of Wages and Benefits	\$1,524.10
	FTEs Assigned to Program (assumes full-time 3 days per week)	0.60
	<b>Weekly Additional Therapist Cost per Case</b>	<b>\$91.45</b>
Psychologist	- Hourly Wage	\$37.57
	- Benefit Rate (as a percent of wages)	32.1%
	Weekly Cost of Wages and Benefits	\$1,985.20
	FTEs Assigned to Program	0.25
	<b>Weekly Psychologist Cost per Case</b>	<b>\$49.63</b>
Registered Nurse	- Hourly Wage	\$35.05
	- Benefit Rate (as a percent of wages)	32.8%
	Weekly Cost of Wages and Benefits	\$1,861.86
	FTEs Assigned to Program	0.25
	<b>Weekly Registered Nurse Cost per Case</b>	<b>\$46.55</b>
Psychiatrist	- Hourly Wage	\$135.11
	- Benefit Rate (as a percent of wages)	21.5%
	Weekly Cost of Wages and Benefits	\$6,566.35
	FTEs Assigned to Program	0.05
	<b>Weekly Psychiatrist Cost per Case</b>	<b>\$32.83</b>
Mental Health Rehab. Tech./Com.	- Hourly Wage	\$18.10
	- Benefit Rate (as a percent of wages)	43.2%
	Weekly Cost of Wages and Benefits	\$1,036.77
	FTEs Assigned to Program	0.50
	<b>Weekly Mental Health Rehab. Technician Cost per Case</b>	<b>\$51.84</b>
Clinic Space	- Square Feet of Clinic (Service) Space per Member	100
	- Annual Cost per Square Foot	\$15.00
	Annual Facility Cost per Member	\$1,500.00
	<b>Weekly Facility Cost per Case</b>	<b>\$28.85</b>

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**Dialectical Behavior Therapy IOP**

	Unit of Service	Day
Admin. and Program Support	Cost per Week Before Admin. and Program Support	\$392.60
	- Program Support Rate	11%
	<b>Weekly Program Support Cost per Case</b>	<b>\$56.09</b>
	- Administrative Percent	12%
	<b>Weekly Administrative Cost per Case</b>	<b>\$61.18</b>
	<b>Weekly Total Cost per Case</b>	<b>\$509.87</b>
	<b>Daily Cost per Case</b>	<b>\$169.96</b>
	- Attendance Rate	90.0%
	<b>Daily Rate</b>	<b>\$188.84</b>

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**Geriatric IOP**

	Unit of Service	Day
Case load	Program Caseload	10.0
Lead Therapist	- Hourly Wage	\$28.12
	- Benefit Rate (as a percent of wages)	35.5%
	Weekly Cost of Wages and Benefits	\$1,524.10
	FTEs Assigned to Program (assumes full-time 3 days per week)	0.60
	<b>Weekly Lead Therapist Cost per Case</b>	<b>\$91.45</b>
Additional Therapist	- Hourly Wage	\$28.12
	- Benefit Rate (as a percent of wages)	35.5%
	Weekly Cost of Wages and Benefits	\$1,524.10
	FTEs Assigned to Program (assumes full-time 3 days per week)	0.60
	<b>Weekly Additional Therapist Cost per Case</b>	<b>\$91.45</b>
Licensed Alcohol and Drug Counselor	- Hourly Wage	\$26.87
	- Benefit Rate (as a percent of wages)	36.2%
	Weekly Cost of Wages and Benefits	\$1,463.88
	FTEs Assigned to Program	0.25
	<b>Weekly Licensed Alcohol and Drug Counselor Cost per Case</b>	<b>\$36.60</b>
Registered Nurse	- Hourly Wage	\$35.05
	- Benefit Rate (as a percent of wages)	32.8%
	Weekly Cost of Wages and Benefits	\$1,861.86
	FTEs Assigned to Program	0.25
	<b>Weekly Registered Nurse Cost per Case</b>	<b>\$46.55</b>
Psychologist	- Hourly Wage	\$37.57
	- Benefit Rate (as a percent of wages)	32.1%
	Weekly Cost of Wages and Benefits	\$1,985.20
	FTEs Assigned to Program	0.25
	<b>Weekly Psychologist Cost per Case</b>	<b>\$49.63</b>
Psychiatrist	- Hourly Wage	\$135.11
	- Benefit Rate (as a percent of wages)	21.5%
	Weekly Cost of Wages and Benefits	\$6,566.35
	FTEs Assigned to Program	0.05
	<b>Weekly Psychiatrist Cost per Case</b>	<b>\$32.83</b>
Mental Health Rehab. Tech./Comm.	- Hourly Wage	\$18.10
	- Benefit Rate (as a percent of wages)	43.2%
	Weekly Cost of Wages and Benefits	\$1,036.77
	FTEs Assigned to Program	0.50
	<b>Weekly Mental Health Rehab. Technician Comm. Cost per Case</b>	<b>\$51.84</b>

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**Geriatric IOP**

	Unit of Service	Day
Peer Support Specialist	- Hourly Wage	\$17.87
	- Benefit Rate (as a percent of wages)	43.5%
	Weekly Cost of Wages and Benefits	\$1,025.74
	FTEs Assigned to Program	0.50
	<b>Weekly Peer Support Specialist Cost per Case</b>	<b>\$51.29</b>
Clinic Space	- Square Feet of Clinic (Service) Space per Member	100
	- Annual Cost per Square Foot	\$15.00
	Annual Facility Cost per Member	\$1,500.00
	<b>Weekly Facility Cost per Case</b>	<b>\$28.85</b>
Admin. and Program Support	Cost per Week Before Admin. and Program Support	\$480.49
	- Program Support Rate	11%
	<b>Weekly Program Support Cost per Case</b>	<b>\$68.64</b>
	- Administrative Percent	12%
	<b>Weekly Administrative Cost per Case</b>	<b>\$74.88</b>
	<b>Weekly Total Cost per Case</b>	<b>\$624.01</b>
	<b>Daily Cost per Case</b>	<b>\$208.00</b>
	- Attendance Rate	90.0%
	<b>Daily Rate</b>	<b>\$231.11</b>

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**Eating Disorder IOP**

	Unit of Service	Day
Case load	Program Caseload	10.0
Lead Therapist	- Hourly Wage	\$28.12
	- Benefit Rate (as a percent of wages)	35.5%
	Weekly Cost of Wages and Benefits	\$1,524.10
	FTEs Assigned to Program (assumes full-time 3 days per week)	0.60
	<b>Weekly Lead Therapist Cost per Case</b>	<b>\$91.45</b>
Dietitian/ Nutritionist	- Hourly Wage	\$31.05
	- Benefit Rate (as a percent of wages)	34.2%
	Weekly Cost of Wages and Benefits	\$1,666.76
	FTEs Assigned to Program	0.50
	<b>Weekly Dietitians and Nutritionists Cost per Case</b>	<b>\$83.34</b>
Psychologist	- Hourly Wage	\$37.57
	- Benefit Rate (as a percent of wages)	32.1%
	Weekly Cost of Wages and Benefits	\$1,985.20
	FTEs Assigned to Program	0.25
	<b>Weekly Psychologist Cost per Case</b>	<b>\$49.63</b>
Registered Nurse	- Hourly Wage	\$35.05
	- Benefit Rate (as a percent of wages)	32.8%
	Weekly Cost of Wages and Benefits	\$1,861.86
	FTEs Assigned to Program	0.25
	<b>Weekly Registered Nurse Cost per Case</b>	<b>\$46.55</b>
Physician	- Hourly Wage	\$96.36
	- Benefit Rate (as a percent of wages)	23.9%
	Weekly Cost of Wages and Benefits	\$4,775.60
	FTEs Assigned to Program	0.25
	<b>Weekly Physician Cost per Case</b>	<b>\$119.39</b>
Mental Health Rehab. Tech./Com.	- Hourly Wage	\$18.10
	- Benefit Rate (as a percent of wages)	43.2%
	Weekly Cost of Wages and Benefits	\$1,036.77
	FTEs Assigned to Program	0.50
	<b>Weekly Mental Health Rehab. Technician Comm. Cost per Case</b>	<b>\$51.84</b>
Cook	- Hourly Wage	\$16.15
	- Benefit Rate (as a percent of wages)	45.8%
	Weekly Cost of Wages and Benefits	\$941.87
	FTEs Assigned to Program	0.25
	<b>Weekly Cook Cost per Case</b>	<b>\$23.55</b>
Food Exp.	<b>Weekly Food Cost per Case</b>	<b>\$20.61</b>

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**Eating Disorder IOP**

	Unit of Service	Day
Clinic Space	- Square Feet of Clinic (Service) Space per Member	100
	- Annual Cost per Square Foot	\$15.00
	Annual Facility Cost per Member	\$1,500.00
	<b>Weekly Facility Cost per Case</b>	<b>\$28.85</b>
Admin. and Program Support	Cost per Week Before Admin. and Program Support	\$515.21
	- Program Support Rate	11%
	<b>Weekly Program Support Cost per Case</b>	<b>\$73.60</b>
	- Administrative Percent	12%
	<b>Weekly Administrative Cost per Case</b>	<b>\$80.29</b>
	<b>Weekly Total Cost per Case</b>	<b>\$669.10</b>
	<b>Daily Cost per Case</b>	<b>\$223.03</b>
	- Attendance Rate	90.0%
	<b>Daily Rate</b>	<b>\$247.81</b>

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**Eating Disorder Partial Hospitalization Program**

	Unit of Service	Day
Case load	Program Caseload	10.0
Lead Therapist	- Hourly Wage	\$28.12
	- Benefit Rate (as a percent of wages)	35.5%
	Weekly Cost of Wages and Benefits	\$1,524.10
	FTEs Assigned to Program	3.00
	<b>Weekly Lead Therapist Cost per Case</b>	<b>\$457.23</b>
Dietitian/ Nutritionist	- Hourly Wage	\$31.05
	- Benefit Rate (as a percent of wages)	34.2%
	Weekly Cost of Wages and Benefits	\$1,666.76
	FTEs Assigned to Program	1.00
<b>Weekly Dietitians and Nutritionists Cost per Case</b>	<b>\$166.68</b>	
Psychologist	- Hourly Wage	\$37.57
	- Benefit Rate (as a percent of wages)	32.1%
	Weekly Cost of Wages and Benefits	\$1,985.20
	FTEs Assigned to Program	0.50
<b>Weekly Psychologist Cost per Case</b>	<b>\$99.26</b>	
Registered Nurse	- Hourly Wage	\$35.05
	- Benefit Rate (as a percent of wages)	32.8%
	Weekly Cost of Wages and Benefits	\$1,861.86
	FTEs Assigned to Program	1.00
<b>Weekly Registered Nurse Cost per Case</b>	<b>\$186.19</b>	
Physician	- Hourly Wage	\$96.36
	- Benefit Rate (as a percent of wages)	23.9%
	Weekly Cost of Wages and Benefits	\$4,775.60
	FTEs Assigned to Program	0.50
<b>Weekly Physician Cost per Case</b>	<b>\$238.78</b>	
Mental Health Rehab. Tech./Com.	- Hourly Wage	\$18.10
	- Benefit Rate (as a percent of wages)	43.2%
	Weekly Cost of Wages and Benefits	\$1,036.77
	FTEs Assigned to Program	1.00
<b>Weekly Mental Health Rehab. Technician Cost per Case</b>	<b>\$103.68</b>	
Cook	- Hourly Wage	\$16.15
	- Benefit Rate (as a percent of wages)	45.8%
	Weekly Cost of Wages and Benefits	\$941.87
	FTEs Assigned to Program	0.50
<b>Weekly Cook Cost per Case</b>	<b>\$47.09</b>	
Food Exp.	<b>Weekly Food Cost per Case</b>	<b>\$41.29</b>

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**Eating Disorder Partial Hospitalization Program**

	Unit of Service	Day
Clinic Space	- Square Feet of Clinic (Service) Space per Member	250
	- Annual Cost per Square Foot	\$15.00
	Annual Facility Cost per Member	\$3,750.00
	<b>Weekly Facility Cost per Case</b>	<b>\$72.12</b>
Admin. and Program Support	Cost per Week Before Admin. and Program Support	\$1,412.32
	- Program Support Rate	11%
	<b>Weekly Program Support Cost per Case</b>	<b>\$201.76</b>
	- Administrative Percent	12%
	<b>Weekly Administrative Cost per Case</b>	<b>\$220.10</b>
	<b>Weekly Total Cost per Case</b>	<b>\$1,834.18</b>
	<b>Daily Cost per Case</b>	<b>\$366.84</b>
	- Attendance Rate	90.0%
	<b>Daily Rate</b>	<b>\$407.60</b>



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Appendices of Supporting Documentation for  
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**Appendix A: Wage Assumptions, Adjusted for Inflation**

**Bureau of Labor Statistics Information for Job Classifications Used in Intensive Outpatient Therapy Services Rate Models**

BLS Code and Title	Description	Typical Education Req.	Typical Work Exp.	Typical On-The-Job Training Needed	Wages*						Used in Rate Models
					10th %-ile	25th %-ile	50th %-ile	75th %-ile	90th %-ile	Mean	
Clinical, Counseling, and School Psychologists (19-3031)	Diagnose and treat mental disorders; learning disabilities; and cognitive, behavioral, and emotional problems, using individual, child, family, and group therapies. May design and implement behavior modification programs.	Doctoral or professional degree	None	Internship/residency	\$26.75	\$30.06	\$35.82	\$46.10	\$67.47	\$40.17	<b>Psychologist</b>
					\$28.06	\$31.53	<b>\$37.57</b>	\$48.35	\$70.76	\$42.13	
Substance Abuse, Behavioral Disorder, and Mental Health Counselors (21-1018)	Counsel with emphasis on prevention. Work with individuals and groups to promote optimum mental and emotional health. May help individuals deal with issues associated with addictions and substance abuse; family, parenting, and marital problems; stress management; self-esteem; and aging.	Bachelor's degree	None	None	\$14.38	\$20.73	\$25.62	\$32.07	\$41.94	\$26.87	<b>Licensed Alcohol and Drug Counselor 33.3% Behav. Health Professional</b>
					\$15.08	\$21.74	<b>\$26.87</b>	\$33.64	\$43.99	\$28.18	
Mental Health and Substance Abuse Social Workers (21-1023)	Assess and treat individuals with mental, emotional, or substance abuse problems, including abuse of alcohol, tobacco, and/or other drugs. Activities may include individual and group therapy, crisis intervention, case management, client advocacy, prevention, and education.	Master's degree	None	Internship/residency	\$20.14	\$22.78	\$26.81	\$30.91	\$38.04	\$27.79	<b>Lead Therapist</b>
					\$21.12	\$23.89	<b>\$28.12</b>	\$32.42	\$39.90	\$29.15	
Social and Human Service Assistants (21-1093)	Assist in providing client services in a wide variety of fields, such as psychology, rehabilitation, or social work, including support for families. May assist clients in identifying and obtaining available benefits and social and community services. May assist social workers with developing, organizing, and conducting programs to prevent and resolve problems relevant to substance abuse, human relationships, rehabilitation, or dependent care.	High school diploma or equivalent	None	Short-term on-the-job training	\$13.33	\$15.21	\$17.26	\$19.27	\$22.59	\$17.39	<b>Mental Health Rehab. Technician - Community</b>
					\$13.98	\$15.95	<b>\$18.10</b>	\$20.21	\$23.69	\$18.24	
Community Health Workers (21-1094)	Promote health within a community by assisting individuals to adopt healthy behaviors. Serve as an advocate for the health needs of individuals by assisting community residents in effectively communicating with healthcare providers or social service agencies. Act as liaison or advocate and implement programs that promote, maintain, and improve individual and overall community health. May deliver health-related preventive services such as blood pressure, glaucoma, and hearing screenings. May collect data to help identify community health needs.	High school diploma or equivalent	None	Short-term on-the-job training	\$15.82	\$17.04	\$19.07	\$22.44	\$24.85	\$19.87	<b>33.3% Behavioral Health Professional at 50th percentile</b>  <b>Peer Support Specialist at 25th percentile</b>
					\$16.59	<b>\$17.87</b>	<b>\$20.00</b>	\$23.54	\$26.06	\$20.84	

**Final Rate Models for  
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**Appendix A: Wage Assumptions, Adjusted for Inflation**

**Bureau of Labor Statistics Information for Job Classifications Used in Intensive Outpatient Therapy Services Rate Models**

BLS Code and Title	Description	Typical Education Req.	Typical Work Exp.	Typical On-The-Job Training Needed	Wages*						Used in Rate Models
					10th %-ile	25th %-ile	50th %-ile	75th %-ile	90th %-ile	Mean	
Family Medicine Physicians (29-1215)	Physicians who diagnose, treat, and help prevent diseases and injuries that commonly occur in the general population. May refer patients to specialists when needed for further diagnosis or treatment.	Doctoral or professional degree	None	Internship/residency	\$48.75	\$68.36	\$91.88	*	*	\$91.37	<b>Physician</b>
					\$51.13	\$71.70	<b>\$96.36</b>	**	**	\$95.83	
Psychiatrists (29-1223)	Physicians who diagnose, treat, and help prevent disorders of the mind.	Doctoral or professional degree	None	Internship/residency	\$87.15	*	*	*	*	\$128.82	<b>Psychiatrist</b>
					\$91.40	**	**	**	**	<b>\$135.11</b>	
<i>Note:</i> The BLS does not publish wage percentiles above \$100 per hour. The rate models therefore use the \$135.11 mean (average) wage from the BLS data.											
Dietitians and Nutritionists (29-1031)	Plan and conduct food service or nutritional programs to assist in the promotion of health and control of disease. May supervise activities of a department providing quantity food services, counsel individuals, or conduct nutritional research.	Bachelor's degree	None	Internship/residency	\$21.27	\$24.67	\$29.61	\$36.99	\$44.53	\$31.14	<b>Dietitian and Nutritionist</b>
					\$22.31	\$25.87	<b>\$31.05</b>	\$38.80	\$46.70	\$32.66	
Occupational Therapists (29-1122)	Assess, plan, organize, and participate in rehabilitative programs that help build or restore vocational, homemaking, and daily living skills, as well as general independence, to persons with disabilities or developmental delays.	Master's degree	None	None	\$25.69	\$29.23	\$34.88	\$39.84	\$45.88	\$34.86	<b>Therapeutic Support</b>
					\$26.94	\$30.66	<b>\$36.58</b>	\$41.78	\$48.12	\$36.56	
Registered Nurses (29-1141)	Assess patient health problems and needs, develop and implement nursing care plans, and maintain medical records. Administer nursing care to ill, injured, convalescent, or disabled patients. May advise patients on health maintenance and disease prevention or provide case management. Licensing or registration required. Includes Clinical Nurse Specialists.	Bachelor's degree	None	None	\$26.18	\$28.85	\$33.42	\$38.93	\$45.15	\$34.16	<b>Registered Nurse</b>
					\$27.46	\$30.26	<b>\$35.05</b>	\$40.83	\$47.35	\$35.83	
Psychiatric Technicians (29-2053)	Care for individuals with mental or emotional conditions or disabilities, following the instructions of physicians or other health practitioners. Monitor patients' physical and emotional well-being and report to medical staff. May participate in rehabilitation and treatment programs, help with personal hygiene, and administer oral or injectable medications.	Postsecondary nondegree award	Less than 5 years	Short-term on-the-job training	\$12.47	\$13.50	\$15.21	\$18.78	\$23.71	\$17.81	<b>33.4% Behavioral Health Professional</b>
					\$13.08	\$14.16	<b>\$15.95</b>	\$19.70	\$24.87	\$17.81	
Cooks, Institution and Cafeteria (35-2012)	Prepare and cook large quantities of food for institutions, such as schools, hospitals, or cafeterias.	No formal educational credential	None	Short-term on-the-job training	\$12.50	\$13.55	\$15.40	\$18.13	\$20.15	\$16.72	<b>Cook</b>
					\$13.11	\$14.21	<b>\$16.15</b>	\$19.01	\$21.13	\$16.72	

\*Wages have been inflated from May 2020 to January 2022 by adding 4.88 percent based on 2.9 percent annual growth (the 10-year compound annual growth rate for net earnings in Maine as reported by the Bureau of Economic Analysis at <https://apps.bea.gov/regional/bearfacts/action.cfm>).

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Appendix B: Benefits Assumptions to Establish Benefit Rates**

% of Employees with Access		% of Employees Who Receive		Benefit Level for Participating		Effective Benefit Level (Accounts for)	
BLS Data <sup>1</sup>	Rate Models	BLS Data <sup>1</sup>	Rate Models	BLS Data <sup>1</sup>	Rate Models	BLS Data <sup>1</sup>	Rate Models

**Mandatory Benefits**

FICA <sup>2</sup>							7.65%
Federal UI <sup>3</sup>							0.60%
State UI <sup>4</sup>							2.31%
Workers' Comp.							2.50%

**Paid Time Off<sup>5</sup>**

Holidays	78%	100%	78%	100%	8.0	10.0	6.2	10.0
Vacation Leave	74%	100%	74%	100%	10.0	20.0	7.4	20.0
Sick Leave	84%	100%	84%	100%	6.0	20.0	5.0	20.0
<b>Total</b>					<b>24.0</b>	<b>30.0</b>	<b>18.6</b>	<b>30.0</b>

**Health Insurance<sup>6</sup>**

Employee Only				43.6%	\$487	\$475		
Employee + One				12.8%		\$825		
Family				19.8%		\$1,200		
<b>Total</b>	<b>71%</b>	<b>100%</b>	<b>51%</b>	<b>76.2%</b>				<b>\$550</b>

**Other Benefits<sup>7</sup>**

		100%		100%				\$100
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Notes:

<sup>1</sup>BLS' 2020 National Compensation Survey (<https://www.bls.gov/ncs/ebs/benefits/2020/employee-benefits-in-the-united-states-march-2020.pdf>); data reported is for private employers in the New England region

<sup>2</sup>Combined Social Security tax rate of 6.20% and Medicare tax rate of 1.45%.

<sup>3</sup>Applies to first \$7,000 in wages.

<sup>4</sup>Rate model assumption reflects the tax rate assessed to new employers (inclusive of the 0.07 percent Competitive Skills Scholarship Fund assessment and the 0.13 percent for the Unemployment Program Administrative Fund assessment) in 2021; tax applies to first \$12,000 in wages

<sup>5</sup>BLS data for vacation and sick leave reflect the national median for employees with 1-5 years of experience (median for those with 6-10 experience is 15 days of vacation and 6 days of sick leave); holidays reflect the median for private employers in the New England region

<sup>6</sup>In addition to BLS data, U.S. DHHS' Medical Expenditure Panel Survey data for Maine was reviewed. The average premium across all employers in 2019 was \$618.66 with an employer share of \$502.91 (Tables II.C.1 and II.C.2), \$1231.50 with an employer share of \$911.00 for an employee-plus-one plan (Tables II.E.1 and II.E.2), and \$1,727.58 with an employer share of \$1,259.00 for a family plan (Tables II.D.1

<sup>7</sup>BLS provides information for a variety of other benefits that cannot be combined.

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**Appendix B: Benefits Assumptions  
Benefit Rates by Wage Level**

Hourly Wage	Annual Salary	Eff. Benefit Rate - Paraprofessional - Model Assumptions*		Eff. Benefit Rate - Professional - Model Assumptions*	
		w/ PTO	w/o PTO	w/ PTO	w/o PTO
\$11	\$22,880	57.2%	45.7%	57.2%	45.7%
\$12	\$24,960	54.2%	42.7%	54.2%	42.7%
\$13	\$27,040	51.7%	40.2%	51.7%	40.2%
\$14	\$29,120	49.6%	38.0%	49.6%	38.0%
\$15	\$31,200	47.7%	36.2%	47.7%	36.2%
\$16	\$33,280	46.1%	34.6%	46.1%	34.6%
\$17	\$35,360	44.6%	33.1%	44.6%	33.1%
\$18	\$37,440	43.4%	31.8%	43.4%	31.8%
\$19	\$39,520	42.2%	30.7%	42.2%	30.7%
\$20	\$41,600	41.2%	29.7%	41.2%	29.7%
\$21	\$43,680	40.3%	28.7%	40.3%	28.7%
\$22	\$45,760	39.4%	27.9%	39.4%	27.9%
\$23	\$47,840	38.6%	27.1%	38.6%	27.1%
\$24	\$49,920	37.9%	26.4%	37.9%	26.4%
\$25	\$52,000	37.3%	25.8%	37.3%	25.8%
\$26	\$54,080	36.7%	25.2%	36.7%	25.2%
\$27	\$56,160	36.1%	24.6%	36.1%	24.6%
\$28	\$58,240	35.6%	24.1%	35.6%	24.1%
\$29	\$60,320	35.1%	23.6%	35.1%	23.6%
\$30	\$62,400	34.7%	23.2%	34.7%	23.2%
\$31	\$64,480	34.3%	22.7%	34.3%	22.7%
\$32	\$66,560	33.9%	22.4%	33.9%	22.4%
\$33	\$68,640	33.5%	22.0%	33.5%	22.0%
\$34	\$70,720	33.1%	21.6%	33.1%	21.6%
\$35	\$72,800	32.8%	21.3%	32.8%	21.3%
\$36	\$74,880	32.5%	21.0%	32.5%	21.0%
\$37	\$76,960	32.2%	20.7%	32.2%	20.7%
\$38	\$79,040	31.9%	20.4%	31.9%	20.4%
\$39	\$81,120	31.7%	20.2%	31.7%	20.2%
\$40	\$83,200	31.4%	19.9%	31.4%	19.9%
\$41	\$85,280	31.2%	19.7%	31.2%	19.7%
\$42	\$87,360	31.0%	19.4%	31.0%	19.4%
\$43	\$89,440	30.7%	19.2%	30.7%	19.2%

\*Benefit rates in models exclude paid time off as this time (like all productivity adjustments) is accounted for in caseload assumptions.